

2017 SANDERS QUALIFICATION

2017 Procedure

ESL has used the Sanders Qualification since 2005. The Sanders Qualification is a biennial individual assessment of academic publications of all ESL employees with a research position employed by ESL. The Sanders Qualification was introduced as a minimum norm to improve the quality of faculty research. In the previous three rounds, almost every employee has achieved this minimum standard and has thus obtained the Sanders Qualification. It is expected that almost all colleagues with a research position will also achieve the minimum standard in 2017. Since we are now working towards a new system of research performance measurement based on input from a working group and discussion in the *Hooglerarenberaad*, the Board has decided to introduce a less intensive procedure for the 2017 Sanders Qualification, so ideas and resources can be utilised to develop and implement a new system.

What will change?

The most important change is that no Research Assessment Jury (JOB) will be established in this round. In the previous rounds it became apparent that this jury, in cases in which positive advice could not be issued immediately, needed to obtain advice from the head of department requesting information about special circumstances. Taking these circumstances into account resulted in almost all colleagues obtaining the Sanders Qualification.

Research Office will produce a portfolio of academic publications published in the 2014-2016 period (based on registration in Metis) for each employee with a research position. This will be related to his/her research time (pro rata to the position). In the event that the research time indicates that someone does not meet the standard, the vice dean will directly contact the employee and the head of the department. They will be asked to take personal circumstances into account and to advise the dean by 31 May at the latest whether or not the Sanders Qualification should be awarded. Research Office will undertake all administrative tasks involved.

If the Sanders Qualification is not achieved, the vice dean, the head of department and involved employee will produce an improvement plan. In the phase out of the current Sanders Qualification procedure, the research time of the employee being assessed will continue to be financed from faculty funds, unless other agreements have already been made about this.

Time frame

Each employee has received a letter with the request to have entered his or her publications and research output for 2016 by 20 February 2017. Only academic publications registered in Metis on 20 February 2017 can be included in the portfolio that will be made available to the employee and head of department. In the subsequent period, the lists with the qualifications of the academic publications will be approved by the research programme director or head of department (if an employee does not participate in one of the research programmes).¹

¹The programme director or the head of department will assess whether the publication can be designated as academic according to the Stolker committee report: *"een publicatie is wetenschappelijk wanneer op basis van een concrete probleemstelling en een uitputtende analyse daarvan, tot uitkomsten wordt gekomen die leiden tot 'increasing the body of academic knowledge'".* Oordelen over rechten. Rapport Commissie Voorbereiding Onderzoeksbeoordeling Rechtsgeleerdheid (VSNU, oktober 2005).

At the end of March 2017, the employee and the head of department will receive a letter stating the research time, as well as an overview of the approved, registered academic output. 31 May 2017 is the deadline for the submission of advice to the dean. The dean will decide on the award of the 2017 Sanders Qualification in the first week of June 2017.

Date	2017 Sanders Qualification steps
20 February 2017	Output in Metis
31 March 2017	Files to employee and head of department
31 May 2017	Final date for submission of advice to the dean
12 June 2017	Award of 2017 Sanders Qualification by dean

2017 minimum norm Sanders Qualification

For 2017, the academic publications in 2014, 2015 and 2016 (entered in Metis) will be examined, in which the publications for 2014 have already been determined.

The Sanders Qualification standard means that employees with a full-time position must have published nine academic publications over the last three calendar years (pro rata to their position).

Gross and net research time in calculating the personal standard

As the calculation of the net research time is a labour-intensive task, since the 2015 round the Board of Research has decided to only calculate the gross research time (based on the position). If Research Office observes that the norm cannot be achieved using this calculation, the net research time will be calculated for these employees (= gross research time minus set reductions for faculty administrative tasks, see the note on *'Toekenning juiste onderzoektijd (i.h.k.v. SK 2017)'* and reductions about which agreements were made with the dean in advance).

Employees with a recent doctorate and 2017 Sanders Qualification

For employees who recently obtained their doctorates, the research time will include an assessment of the research portfolio in the Sanders Qualification round, in which the reference period comprises at least two complete years (from the year following the doctorate). The year in which the doctorate took place does not count in the assessment. The schedule below indicates when the research portfolios of employees with a recent doctorate will be assessed in the context of the Sanders Qualification 2017. For the 2017 round, employees who obtained a doctorate in 2015 and 2016 will be awarded the Sanders Qualification automatically.

Award of SQ without assessment, doctorate date in	Extension of SQ without assessment in round	1st assessment SQ in round	Assessment period 1st SQ assessment
2014	2015 SQ	2017 SQ	2015, 2016
2015	2017 SQ	2019 SQ	2016, 2017, 2018
2016	2017 SQ	2019 SQ	2017, 2018

The Sanders Qualification and P&D interviews

In the 2017 round, the dean will only make a pronouncement about whether or not the minimum norm for academic output has been achieved. This means the Sanders Qualification will only assess the productivity of academic publications, while the annual P&D interviews assess all research efforts and output, as well as teaching and administrative activities. Furthermore, the Sanders Qualification round takes place every two years whereas the P&D interview takes place each year. The publication strategy is always discussed in the P&D interview, in keeping with ESL's profile, and focusing on achieving the Sanders Qualification. It is the responsibility of the head of department to create the conditions within the department that offer each employee with a research position the space to achieve the output standards.

In the annual meeting between heads of departments and the dean regarding the performance of members of the departments concerned, the Sanders Qualification will form a topic of discussion and the research performance of the department members will be discussed, partly in the light of the total package of tasks performed.

2017 Sanders Qualification and participation in a research programme

Starting point is that every professor, associate professor and assistant professor who obtains the Sanders Qualification ultimately participate, or is able to participate, in one of the faculty research programmes, with specific admission criteria applying for access to a research programme. The programme director, however, is entitled to refuse an employee with a Sanders Qualification entry to his/her programme. The director is responsible for the content of his/her research programme and for its output. If he/she is of the opinion that the research contribution of an employee will not add value to the programme, he/she can refuse access.

Future: Towards incentivising outstanding performance in research@ESL

The Board of Research is currently operating a system of performance measurement, in which exceptional research performance is stimulated and rewarded. Whereas the current Sanders Qualification is a procedure to achieve a minimum norm, the new system will focus also on identifying and rewarding ESL's best-performing researchers. Performance will be measured against performance of colleagues within ESL (sub-divided into postdocs, assistant professor, associate professor and professor). As well as publication output, the new system will also examine other results in the research domain. Decision-making and a phased introduction will follow after an extensive assessment and consultation phase.